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AT&T INC. (T)

2026 DEF 14A · filed 2026-03-23 · CIK 0000732717

Headline facts

CEO TOTAL PAY

$29,906,872

J. STANKEY · 2025 · ‘ 13% YoY

SAY ON PAY CD&A

90.7%

Extracted from: Compensation Discussion & Analysis

CEO PAY RATIO ITEM 402(U)

215:1

Median employee: $29,906,872

COMPENSATION COMMITTEE CD&A

Not extracted

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from T’s disclosed compensation peer group. Each row shows the peer’s latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
GOOGL Alphabet Inc.	$10,906,079	35 to 1	$310,826	Leadership Development, Inclusion and Compensation Committee
CMCSA COMCAST CORP	$35,148,413	381 to 1	$92,390	Compensation Committee
IBM INTERNATIONAL BUSINESS MACHINES CORP	$37,989,685	765 to 1	$37,989,685	—
NFLX NETFLIX INC	$53,905,972	255 to 1	$53,905,972	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
J. STANKEY CEO	$2,400,000	$19,500,012	—	—	**$29,906,872**
J. MCELFRESH Chief Operating Officer	$1,250,000	$11,000,018	—	—	**$15,941,739**
P. DESROCHES Sr. Exec. Vice Pres. & CFO	$1,250,000	$8,500,005	—	—	**$13,680,151**
D. MCATEE Sr. Exec. Vice Pres. & General Counsel	$1,300,000	$7,000,004	—	—	**$12,368,023**
L. LEE GMO & Sr. Exec. Vice Pres. -International	$875,000	$5,599,999	—	—	**$8,877,344**

CEO pay mix (latest year)

Base salary	11%
Cash incentive	0%
Equity	89%
Other	0%
At-risk	**89%**

SOURCE CITATIONS

Every fact above, traced back to filing text

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CEO pay ratio = 215:1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“CEO PAY RATIO We determined the pay ratio by dividing the total 2025 compensation of the CEO as disclosed in the Summary Compensation Table by the total 2025 compensation of the median employee, using the same components of compensation and valuation methodology as used in the Summary Compensation Table for the CEO. The total”

Median employee compensation = $29,906,872

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“Table for the CEO. The total compensation of our median employee is $139,026. The final pay ratio calculation is 215:1. Determination of CEO Pay Ratio Step 1 Total compensation of the CEO1 $29,906,872 Step 2 Total compensation of the median employee2 $139,026 Step 3 Divide compensation of the CEO by the median employee 215.1 Result CEO pay ratio 215:1 1 Includes the value of Mr. Stankey’s health benefits. 2 Includes the cost of group health and welfare benefits. 2026 PROXY 71 AT&T INC.”

Say on pay = 90.7%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast for approval of the “say on pay” proposal at the 2025 Annual Meeting of Stockholders.”

Compensation committee = —

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“INDEPENDENT COMPENSATION CONSULTANT The Committee is authorized by its charter to employ an independent compensation consultant and other advisors”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy and the AT&T Inc”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Executive Officers are prohibited from hedging their AT&T stock or stock-based awards, including through trading in publicly-traded options, puts, calls, or other derivative instruments related to AT&T stock.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“STOCK OWNERSHIP GUIDELINES”